

**Cozad Community Schools  
Board of Education Regular Meeting  
Monday, October 17, 2016 7:00 PM  
Office of the Superintendent**

Mission: The mission of Cozad Community Schools is to prepare students to be lifelong learners and productive, responsible citizens by providing a quality education in cooperation with family and community.

Values - Guiding Principles

Respect - Trust, appreciate, celebrate, value, act with urgency

Integrity - Do the right thing, deliver highest quality instruction and practice full accountability

Teamwork - Teamwork at all levels districtwide, recognize and celebrate, have fun and enjoy

Innovation - Positive attitude, open to new ideas,

Courage - Embrace change and take calculated risk, encourage others, communicate directly with respect

**1. BOARD OF EDUCATION REGULAR MEETING 7:00 P.M.**

**1.1. Call to Order, Roll Call**

**1.2. Nebraska Open Meeting Law, Publication of Meeting**

This meeting has been preceded by advance notice and is hereby declared to be in open session. A current copy of the Nebraska Open Meetings Act is posted on the N.E. wall of the meeting room.

Notice of this meeting was given in advance by publication in the Tri-City Tribune and posted on the Cozad Community Schools website and at the District Office. Notice of this meeting was also given in advance to all members of the Board of Education.

**1.3. Approval of Agenda**

**2. PUBLIC COMMENTS**

The Board of Education invites you to offer comments during the public comments portion of the agenda. Those wishing to contribute to the discussion on regular agenda items must be recognized by the Board President. Individual comments should be limited to 5 minutes and should speak specifically to the agenda item. Normally 20 minutes will be allotted for public input. We ask that those making public comments come forward to the front of the board table and recognize themselves.

Policy 9323.3: Public Participation in Board Meetings. Policy can be accessed at [cozadschools.net](http://cozadschools.net) Board Policies. Bill Clark will present a Proposal to the Cozad Community Schools for a Community Garden

**3. PRINCIPAL/ADMINISTRATIVE REPORTS**

**3.1. BBeckenbauer Report**

**3.2. BRegelin Report**

**3.3. D Henderson Report**

**3.4. JBeckenbauer Report**

**3.5. C Spotanski, Activities Director**

**3.6. DEvertson Tech Report**

**3.7. T Osborn Report**

**4. SUPERINTENDENT REPORT**

**5. CONSENT AGENDA**

**5.1. Approval of Minutes of Previous Meeting(s)**

Minutes September 14, 2016 Budget Hearing; September 14, 2016 Tax Request Hearing; September 14, 2016 Regular Board Meeting; September 20, 2016 Special Meeting; October 6, 2016 Working Board Meeting.

## **5.2. Congratulations, Condolences, Correspondences**

Condolences to Bob and Teri Coenen and family on the death of Teri's mother.

## **5.3. Standing Reports**

### **5.3.1. Bond Fund Taxes Report**

### **5.3.2. Building Fund Taxes Report**

### **5.3.3. General Fund Taxes Report**

### **5.3.4. Substitute Reports**

### **5.3.5. Nutrition Services SNP Claim for Reimbursement Summary September 2016**

### **5.3.6. Bus Route Averages**

## **6. ACTION ITEMS**

### **6.1. Consent Agenda**

### **6.2. Discuss, Consider, and Take Action on the Financial Reports and Claims**

#### **6.2.1. District Treasurer's Report**

#### **6.2.2. District Financial Report**

#### **6.2.3. Check Journal General Fund**

#### **6.2.4. Check Journal Lunch Fund**

#### **6.2.5. Activities Financial Report**

#### **6.2.6. Activities Check Journal**

### **6.3. Discuss, Consider, and Take Action on approval to provide Employee Assistance Program (EAP) services for Cozad Community School Staff at a cost of \$33 per year/per employee.**

An Employee Assistance Program (EAP) is a free and confidential service for you and your family. It provides individual, marriage, family and group counseling. This benefit provides five sessions to the employee and their family members. Knowing that life happens and that this can, at times, affect your personal, family and/or work life, this benefit is provided to help you. It could be a loss of a loved one, a difficult time in your marriage, a family concern, addiction issues, depression, stress or anxiety, among many other things. Not only would you be offered traditional counseling, you would also have the opportunity to use your sessions for holistic – wellness services. This includes hypnotherapy, individual and group. Group hypnotherapy would be offered for Smoking Cessation and Weight Loss. Other alternative service include neurobiofeedback (brain training).

#### Pricing Structure

The following is based upon 150 full-time and part-time employees. Cost is \$2.75 per employee/per month of \$33 per year/per employee with a total yearly cost of \$4,950. Price includes employee, spouse or domestic partner and dependent family members.

COUNSELING and ALL HOLISTIC SERVICES including WorkLife Solutions Website Proposal includes Neurobiofeedback, Hypnotherapy. Five (5) Sessions (50 min) per employee.

## **7. DISCUSSION ITEMS**

### **7.1. Recommended changes to the Cozad Community Schools 403(b) plan document**

This is follow up discussion in regards to the 403b Plan offered to employees after public comment was presented by an employee with some concerns about the plan setup.

### **7.2. Negotiations for 2017-2018**

Set date for CEA and Negotiations Committee to meet before November 1, 2016.

Current Negotiations Committee members are: John Peden, Edd Albrecht and Jeremy Geiger.

Possible conflict of interest needs addressed.

### **7.3. Board Member Excused Absence**

Discussion on defining excused/unexcused absences.

Ramona contacted other districts to compare what is being considered as an excused/unexcused absence from a meeting. The majority of districts that responded do not currently have a board policy in place to determine what is excused/unexcused. It seems the approach for the majority of schools was that the board members who are in attendance would make their own determination if the absence is excused or not.

Therefore, it appears that the best approach would be to clearly define the expectations of board members (possibly update the code of ethics), so that they know how crucial their attendance at the meeting really is. And also stating the expectations of them if they are going to miss a meeting (ie. communicate with Board President or Superintendent within a certain time frame prior to the meeting).

#### **7.4. Auditor Report via teleconference with Marcy Luth**

November 14, 2016 for Audit Report at 11:40 a.m. via teleconference with Marcy Lucas. Board Meeting is set at 12:00 p.m.

### **8. AGENDA SETTING AND FUTURE MEETINGS**

- November 8, 2016 - Election Day - Election of three board members
- November 14, 2016, 12:00 p.m. Board of Education Regular Meeting
- November 16-18, 2016, 98th Annual State Education Conference, La Vista  
98th Annual State Education Conference Registration open Wednesday, September 14, 2016  
Ann Burkholder, Joel Applegate, and Ramona Priel will be attending
- The Basics of Board Service Workshop November 30, 2016, 8:45 a.m. to 4:00 p.m.  
Suggested Audience: Newly Elected Board Members/Veteran Board Members/  
Superintendents
- December 19, 2016, 7:00 p.m. Board of Education Regular Meeting

### **9. ADJOURNMENT**